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# Task Force to Study Salary Inequities

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*Approved by the Senate: 11/14/2005*

# Task Force to Study Salary Inequities

Submitted by: Clara Krug

11/14/2005

## **Motion:**

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That the SEC:

1. Appoint a task force to study salary inequities among faculty at Georgia Southern University.
2. Include both "seasoned faculty" and "new arrivals" as task force members.

## **Rationale:**

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For Part 1 of the motion: Instead of "reliev[ing] salary compression" (Task Force to Study Salary Increases [t]ied to Faculty Promotions, November 7, 2005, p. 2), the recommended salary increases exacerbate the salary inequities that already exist between "seasoned faculty" (p. 2) and "new arrivals" (p. 2) across the university. 2. For Part 2 of the motion: Faculty at all stages of their careers need to understand not only the concept of "salary compression," but also its reality for their colleagues in all academic units and themselves.

## **Response:**

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Minutes: 11/14/2005: During the New Business portion of the Faculty Senate meeting on November 14, the Senate voted 21-14 to create a task force to study the salary compression issue. As the matter involves budgetary considerations, an issue over which the Senate does not have purview, we will need to work closely with the administration on this issue. Once a task force has been named, the Senate will be notified.